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ABSTRACT

In a continuing effort to measure the quality of their Dental Hygiene program, explore the need for changes, and substantiate the program's goals for accreditation standards, a follow-up study was conducted of the 1992 Dental Hygiene program graduates from William Rainey Harper College (WRHC) in Palatine, Illinois. Surveys were mailed to all 29 associate degree graduates, requesting information on their current employment and/or enrollment in school, employment search experience, salary/benefits, job satisfaction, job tasks, the quality of their WRHC preparation for those tasks, and suggestions for improving the WRHC program. Study findings, based on a 100% response rate, included the following: (1) all of the respondents were employed in the dental hygiene field, with 17 working full-time and 4 more working full-time at 2 part-time jobs; (2) 54% of the respondents were working in a job setting with only 1 practitioner, compared to 27% of the 1991 graduates; (3) respondents' search for employment typically involved 5 interviews, with 45% using the local newspaper and 52% using a personal contact; (4) 93% of the graduates were paid on an hourly basis, with a mean wage of $20.20 per hour, or approximately $42,000 per year; (5) 93% of the respondents were very satisfied with their chosen profession; (6) 85% of respondents reported being members of state dental hygienist associations, with 78% participating in formalized continuing education presentations; and (7) while no graduates were currently working toward an advanced degree, about 41% anticipated eventually working toward one. Detailed data tables and the survey instrument are included. (MAB)

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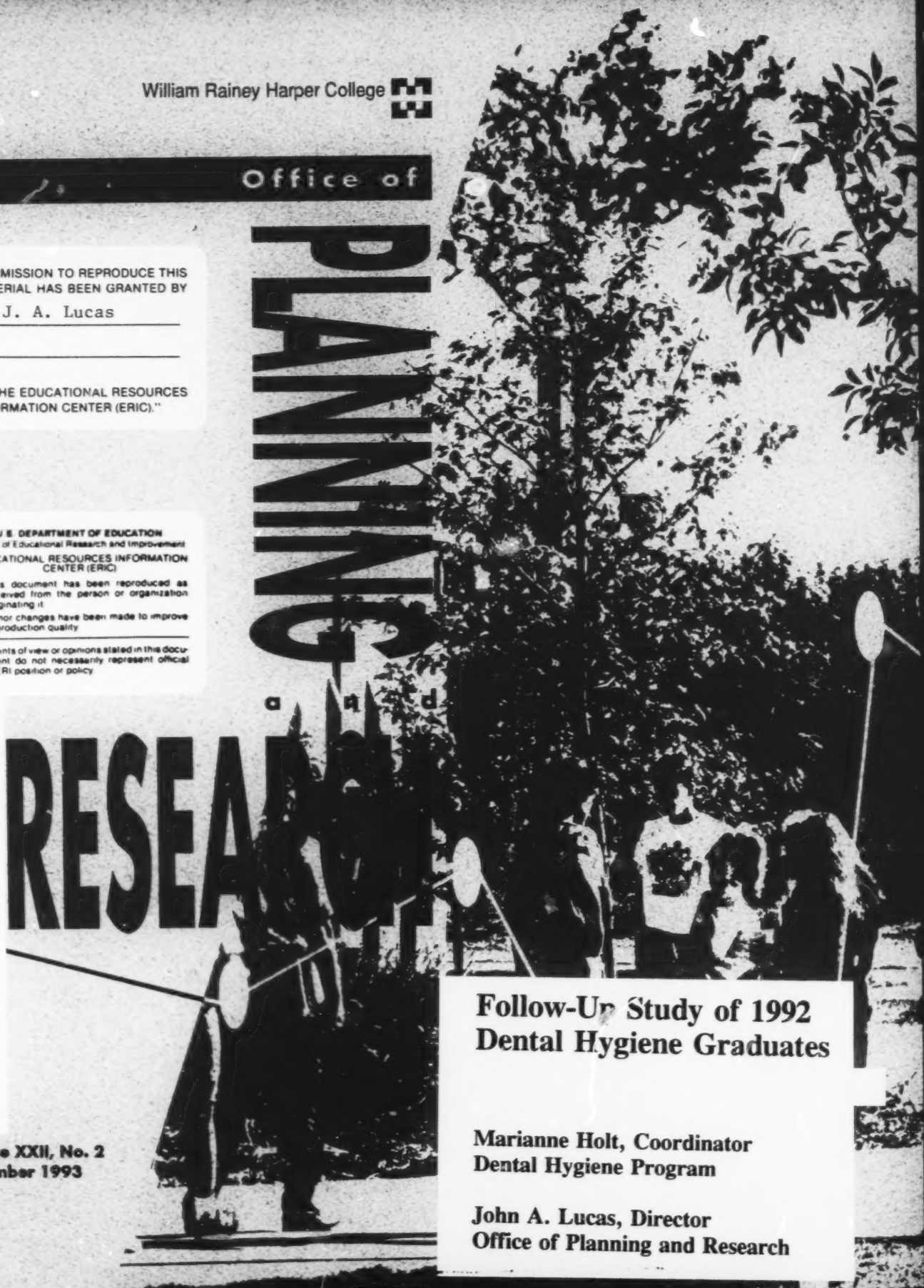

Follow-Up Study of 1992 Dental Hygiene Graduates

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Abstract

This study followed up the 29 1992 Dental Hygiene graduates as an indicator of the quality of the program, the need for appropriate changes and to substantiate the program's goals for accreditation standards. A survey instrument was mailed to these graduates and after several follow-up efforts, a 100 percent response rate was obtained.

Results of the study indicated that all the 1992 Dental Hygiene graduates were employed in their field and almost all were in situations they prefer. They are generally very satisfied with their career choice and with their education at Harper. Salaries are very good (around $42,000) -- up 12 percent from the previous year -- and are considerably higher than those of other Harper career graduates. Benefits received by Dental Hygienists have level ed off after dropping dramatically in previous years. Graduates once again report they are well prepared in the skill areas they perform most often.

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Purpose

The purpose of this study was to follow up the 1992 Dental Hygiene graduates as one indicator of the quality of the program, the need for appropriate changes and in order to substantiate the program's goals for accreditation standards. The study was requested by the Coordinator of the Dental Hygiene Program.

Population Surveyed and Methodology

The survey instrument shown in the appendix was designed by the Coordinator of the Dental Hygiene Program with input from the Office of Planning and Research. This survey was mailed to all 29 1992 Dental Hygiene associate degree graduates. After three weeks those not responding were mailed a second copy of the survey. One month later, those still not responding were called and surveyed over the telephone. With this follow-up effort, 29 completed surveys were obtained for a 100 percent response rate. Results were compared with the similar 1990 and 1991 graduate class surveys.

Discussion of the Results

Among the 29 respondents, all are employed, at least part time, in the dental field. Seventeen are employed full time in one situation while 4 more are employed full time with 2 part-time jobs. Another 6 are employed part-time as dental hygienists by choice, while 2 are in part-time jobs when they would prefer full time. In addition, 7 are employed in a geographic location they do not prefer, which is a sharp negative trend.

In examining their employment situations, 54 percent are in a setting with only one practitioner while 46 percent are with more than one practitioner. Most (86%) are employed in general practice. The average situation in their search for employment was to go through 5 job interviews. There were various avenues used in searching for employment but the most frequent means (52%) was through personal contact. Another 45 percent got their job through the local newspaper and 59 percent of the graduates reported their job is in the northwest suburbs.

Almost all (93%) are paid on an hourly salary basis, while a few receive commissions or bonuses or salary on another type of basis. The mean hourly salary is about $20.20 per hour and the mean daily salary is about $161. This latter figure is equivalent to an annual salary of $42,000 - up about 12 percent over the 1991 dental hygiene graduates. This is considerably higher than the median nursing graduate salary ($29,000) or the median career graduate ($24,300). Benefits leveled off among 1992 graduates compared to a decline between 1991 and 1990 classes. Among the 1992 graduates, fewer graduates received Christmas bonuses, reduced fees for dental work, uniform allowance, bonuses for production increases, pension plans and profit sharing plans. However, more graduates received malpractice insurance, liability insurance, disability insurance and paid dues for their association.

Among those employed in dental hygiene, 93 percent are very satisfied with their chosen profession while all are at least satisfied with their chosen profession. The satisfaction level continues to ri overall and the employment situation for Harper Dental Hygiene graduates is excellent.

These graduates were also asked how frequently they perform certain dental hygiene skills and how well they were prepared to perform these skills. There were 41 skill areas that were rated. The frequency of usage of these skills has changed

Discussion of the Results (continued)

little over the last few years but there has been small shifts. For example, among the 1992 Dental Hygiene graduates, they are more likely to work with perapical radiographs, complete intra oral survey radiographs, periodontal evaluation - complete charting, universal curettes, periodontal, gingival and plaque indices, sealants, and patient group education. At the same time they are less likely to use or do graceys instruments, periodontal scaling, panorex radiographs, impressions for study models and blood pressure/pulse screening.

There is also little change in the adequacy of preparation for these skills over the years but there have been again small shifts. For example, among 1992 Dental Hygiene graduates they feel better prepared in doing or using periodontal evaluation - complete charting, radiology safety procedure - equipment inspection, panorex radiographs, group patient education, suture removal and perio pack removal. At the same time they feel less prepared in using or doing radiology safety procedures using badges, impressions for study models and curettage.

Overall, Dental Hygiene graduates are very well prepared in skills they perform often and only less prepared in skill areas occasionally performed. As for continuing their education, no 1992 graduate is currently working toward an advanced degree. However, about 41 percent of the 1992 graduates anticipate eventually working toward an advanced degree. Almost all (85%) of the graduates have maintained membership in the IDHA/ADHA and 78 percent participated in formalized continuing education presentations. When asked how satisfied they were with their professional education, all said they were satisfied or very satisfied. Almost all commented that the Dental Hygiene Program was excellent and prepared them well for their job.

Major Conclusions

All the 1992 Dental Hygiene graduates were employed in their field and almost all in situations they prefer. They are generally very satisfied with their career choice and with their education at Harper. Salaries are very good at around $42,000 which is up 12 percent from the previous year and considerably higher than what other Harper career graduates earn. Benefits received by dental hygienists have leveled off after dropping dramatically in previous years. Graduates once again report they are well prepared in the skill areas they perform most often.

CURRENT EMPLOYMENT SITUATION

Situation	1990 N	1990 PCT	1991 N	1991 PCT	1992 N	1992 PCT
Employed full time as dental hygienist	16	57.1	13	59.1	17	58.6
Employed in two part-time jobs as a dental hygienist equaling full-time employment in hours worked	5	17.9	3	13.6	4	13.8
Employed as a part-time dental hygienist by choice	5	17.8	6	27.3	6	27.0
Employed as a part-time dental hygienist but prefer full time	.5	1.8	0	0	2	6.0
Employed outside dental hygiene field but prefer working as a dental hygienist	.5	1.8	0	0	0	0
Employed in dental field but not as a hygienist	1.0	3.6	0	0	0	0
Total	28	100.0	22	100.0	29	100.0

EMPLOYMENT SITUATION

Practice Setting	1990 N	1990 PCT	1991 N	1991 PCT	1992 N	1992 PCT
Solo practitioner	10.5	37.5	6	27.3	15	53.6
More than one practitioner	15.5	55.4	16	72.7	13	46.4
Clinic Type	2.0	7.1	0	0	0	0
Total	28	100.0	22	100.0	28	100.0
Type of Practice						
Prosthodontics	1.5	5.3	0	0	.5	1.7
General Practice	23.09	82.4	22	100.0	25	86.2
Perio	1.58	5.7	0	0	2	6.9
Oral Surgery	.25	.9	0	0	0	0
Pedo	1.58	5.7	0	0	1.5	5.2
Total	28	100.0	22	100.0	29	100.0

Number of Jobs Interviewed for in Employment Search	1990 N	1990 PCT	1991 N	1991 PCT	1992 N	1992 PCT
One	8	32	7	33.3	4	16.0
Two	1.5	6	3	14.3	5	20.0
Three	7.5	30	3	14.3	6	24.0
Four	5	20	0	0	3	12.0
Five to eight	3	12	5	23.8	4	16.0
Twelve to thirteen	0	0	2	9.5	2	8.0
Sixteen	0	0	1	4.8	1	4.0
Total	25	100.0	21	100.0	25	100.0
Median Number of Interviews	3		3		3	
Mean Number of Interviews	2.9		4.7		4.5	

How Salary is Determined	1990 N	1990 PCT of 28 Respondents	1991 N	1991 PCT of 22 Respondents	1992 N	1992 PCT of 29 Respondents
Hourly salary	19	67.9	21	95.5	27	93.1
Commission	1	3.6	1	4.5	0	0
Salary and commission	2	7.1	1	4.5	2	6.9
Bonus & 1 of the aforementioned	3	10.7	1	4.5	4	13.8
Independent contracting	1	3.6	0	0	1	3.4
Annually	0	0	0	0	0	0
Weekly Salary	0	0	0	0	2	6.9
Commission only on certain tasks	0	0	0	0	0	0
Daily	4	14.3	0	0	0	0
Bimonthly	0	0	0	0	0	0
Monthly	1	3.6	0	0	0	0
Profit Sharing	0	0	1	4.5	0	0

Average Daily Salary

1990 Amount	N	PCT
$112	1	4.0
$120	1	4.0
$124	1	4.0
$125	1	4.0
$128	2	8.0
$132	1	4.0
$136	5	20.0
$140	2	8.0
$144	5	20.0
$145	3	12.0
$160	2	8.0
$205	1	4.0
Total	25	100.0

Median Daily Salary - $140
Equival. to annual salary of $36,400

1991 Amount	N	PCT
$ 96	1	5.3
$100	1	5.2
$130	1	5.3
$135	1	5.3
$143	1	5.2
$144	6	31.6
$145	1	5.3
$152	3	15.8
$156	2	10.5
$160	1	5.2
$178	1	5.3
Total	19	100.0

Median Daily Salary - $144
Equival. to annual salary of $37,400

1992 Amount	N	PCT
$100-$119	1	3.7
$120-$139	1	3.7
$140-$159	7	25.9
$160-$179	13	48.2
$180-$199	3	11.1
$200-$219	2	7.4
Total	27	100.0

Median Daily Salary - $161
Equival. to annual salary of $41,860

Hourly Salary

1990 Amount	N	PCT
$15	1	4.0
$15.50	2	8.0
$16	2	8.0
$16.50	1	4.0
$17	6	24.0
$17.50	1	4.0
$18	9	36.0
$20	3	12.0
Total	25	100.0

Med. Hourly Salary-$17.50
Equival. to annual salary of $36,400

1991 Amount	N	PCT
$17	2	10.5
$18	9	47.4
$19	4	21.0
$19.50	2	10.5
$20	1	5.3
$23	1	5.3
Total	19	100.0

Med. Hourly Salary-$18
Equival. to annual salary of $37,400

1992 Amount	N	PCT
$18	5	17.9
$19	6	21.4
$20	10	35.7
$21-$23	4	14.3
$24-$26	2	7.1
$27-$29	1	3.6
Total	28	100.0

Med. Daily Salary-$20.20
Equival. to annual salary of $42,016

Work Week - Hours Per Week

1990			1991			1992		
Hours	N	PCT	Hours	N	PCT	Hours	N	PCT
15	1	3.6	3	1	4.5	Less than 20	3	10.4
23	1	3.6	4	2	9.1	20 - 29	2	6.9
24	2	7.1	16	1	4.6	30 - 39	15	51.7
32	2	7.1	20	1	4.5	40 - 59	9	31.0
32.5	1	3.6	22	1	4.6			
34	2	7.1	25	1	4.5			
35	1	3.6	26	1	4.5			
35.5	1	3.6	32	2	9.1			
36	3	10.7	34	2	9.1			
37	2	7.1	35	4	18.2			
37.5	3	10.7	36	2	9.1			
38	1	3.6	40	4	18.2			
40	7	25.0						
45	1	3.6						
Total	28	100.0		22	100.0		29	100.0
Median Hrs.Per Week-36.25			Median Hrs.Per Week-34.0			Median Hrs.Per Week-35.0		
						Average Hrs. Per Week - 33.2		

	1990		1991		1992	
Number of Offices	N	PCT	N	PCT	N	PCT
One	14	63.6	17	77.3	15	68.2
Two	7	31.8	5	22.7	7	31.8
Three	1	4.6	0	0	0	0
Total	22	100.0	22	100.0	22	100.0

Geographic Area	1990		1991		1992	
in Which Employed	N	PCT	N	PCT	N	PCT
Urban	.5	1.8	0	0	1	3.4
Suburban	27.0	96.4	21	95.5	28	96.6
Rural	.5	1.8	1	4.5	0	0
Total	28	100.0	22	100.0	29	100.0

Location of Employment

	1990		1991		1992	
	N	PCT	N	PCT	N	PCT
North Suburbs	3.5	12.5	5	22.7	6	20.7
Northwest Suburbs	18.5	66.0	14	63.7	17	58.6
Southwest Suburbs	2.5	8.9	1	4.5	3	10.4
Chicago	.5	1.8	1	4.6	1	3.4
Ill. Outside Chicago	1	3.6	1	4.5	2	6.9
Colorado	1	3.6	0	0	0	0
Tennessee	1	3.6	0	0	0	0
Total	28	100.0	22	100.0	29	100.0

Preference of Employment Location	1990 N	1990 PCT	1991 N	1991 PCT	1992 N	1992 PCT
Preferred Choice	27	96.4	20	95.2	22	75.9
Not Preferred Choice	1	3.6	1	4.8	7	24.1
Total	28	100.0	21	100.0	29	100.0

Avenues Used to Find Employment Situation	1990 N	1990 PCT/25	1991 N	1991 PCT/22	1992 N	1992 PCT/29
Personal Contact	15	53.6	12	54.5	15	51.7
Local newspaper	6	21.4	10	45.5	13	44.8
Major city newspaper	3	10.7	4	18.2	5	17.2
Private Plcmnt. Agency	4	14.3	3	13.6	4	13.8
ADHA Placement	3	10.7	2	9.1	1	3.4
Dentist called student	2	7.1	1	4.5	1	3.4
Temp. Placement Agency	0	0	0	0	1	3.4
Telephone Book	0	0	0	0	1	3.4
Present/Past Employer	3	10.7	3	13.6	0	0
Harper Dental Hygiene Office Bulletin Bd.	2	7.1	1	4.5	0	0

Difficulty in finding employment

1990
- Difficulty finding F/T job close to home - 1
- Difficulty finding office which student would find comfortable and enjoyable - 1

1991
- No difficulty - 1
- No difficulty but had difficulty finding office matching ethics standards student wanted - 1
- Found minority discrimination

1992
- Most dentists not looking for full-time dental hygienist - 1
- Hours offered did not fit in with raising family - 1
- Just had to wait until they got their license - dentist wanted someone immediately - 1
- No one needed part-time dental hygienist - 1
- Had trouble getting to all the interviews which were widely scattered - 1
- Hard to get employment close to home - 1

Goal During Employment Search	1990 N	1990 PCT	1991 N	1991 PCT	1992 N	1992 PCT
Full-time work in one office (more than 30 hours/week)	21	77.8	13	59.1	19	65.5
Part-time work in more than 1 office to equal full time	2	7.4	3	13.6	3	10.4
Part-time employment (less than 30 hrs/wk)	4	14.8	6	27.3	6	20.7
Any job	0	0	0	0	1	3.4
Total	27	100.0	22	100.0	29	100.0

Satisfaction With Chosen Profession	Index	1990 N	1990 PCT	1991 N	1991 PCT	1992 N	1992 PCT
Very satisfied	+2	19	67.9	18	85.7	27	93.1
Satisfied	+1	9	32.1	3	14.3	2	6.9
It is OK	0	0	0	0	0	0	0
Dissatisfied	-1	0	0	0	0	0	0
Total		28	100.0	21	100.0	29	100.0
Average Satisfaction Index		+1.68		+1.86		+1.93	

Benefits Included in Work Situation	1990 N	1990 PCT/25	1991 N	1991 PCT/21	1992 N	1992 PCT/29
Paid vacation - Mean .9 weeks 1st year 1.6 weeks 2nd year 1.7 weeks	18	66.7	14	66.7	21	72.4
Paid holidays - Mean 6 days	20	74.1	12	57.1	21	72.4
Christmas bonus	20	74.1	17	81.0	16	55.2
Reduced fee for dental work	23	85.2	15	71.4	16	55.2
Continuing Ed. Courses paid	18	66.7	12	57.1	16	55.2
Paid sick days - Mean 5.5	13	48.1	6	28.6	15	51.7
Major medical	16	59.3	9	42.9	13	44.8
Malpractice insurance	9	33.3	1	4.8	13	44.8
Uniform allowance	15	55.6	12	57.1	10	34.5
Life insurance	8	29.6	2	9.5	9	31.0
Liability insurance	1	3.7	1	4.8	8	27.6
Disability insurance	4	14.8	1	4.8	7	24.1
Bonus for production increase	10	37.0	6	28.6	5	17.2
Paid dues for association	2	7.4	1	4.8	4	13.8
Profit sharing	4	14.8	3	14.3	2	6.9
Pension plan	6	22.2	3	14.3	1	3.4
No benefits	1	3.7	2	9.5	1	3.4
Paid lunches	0	0	1	4.8	1	3.4
Bonus at birthday	0	0	0	0	1	3.4
Salary for attendance at employee meetings	0	0	1	4.8	0	0
Well Pay (2)	1	3.7	0	0	0	0

Advanced Education/Professional Development

Working Toward An Advanced Degree - 1990		N	PCT
Yes - Special Education - University of Colorado B.S. Degree - NIU Bachelor of Dental Hygiene Teaching Degree - NIU		4	15.4
No		22	84.6
Anticipate Eventually Working Toward Advanced Degree - 1990			
Yes - Undecided - 9	Medical	16	66.7
MYO Functional Therapy	Dental Hygiene		
Science - 3	Health Management and Education		
No		8	33.3

Advanced Education/Professional Development

Working Toward An Advanced Degree - 1991	N	PCT
Yes - Social Relations -- Northeastern	1	4.8
No	20	95.2

Anticipate Eventually Working Toward Advanced Degree - 1991		
Yes - Science (Health Related), Biology, Public Health Education Marketing. Teaching Business, Unspecified - 4	9	45.0
No	11	55.0

Working Toward an Advanced Degree - 1992		
Yes	0	0
No	29	0

Anticipate Eventually Working Toward Advanced Degree - 1992					
Yes - Not sure of direction	- 5	Psychology	- 1	12	41.4
Education	- 2	Speech Therapy	- 1		
Teaching Dental Hygiene	- 2	Nursing	- 1		
Marketing	- 1				
No				17	58.6

	1990		1991		1992	
Professional Development	N	PCT/27	N	PCT/21	N	PCT/27
Maintained membership in IDHA/ADHA	24	88.9	19	90.5	23	85.2
Participated in formalized continuing ed presentations	15	55.6	15	71.4	21	77.8
Attend local IDHA meetings	7	25.9	9	42.9	10	37.0
Volunteered for community projects or activities	10	37.0	6	28.6	5	18.5

Satisfaction with Professional Education at Harper College	Index	1990 N	1990 PCT/27	1991 N	1991 PCT/21	1992 N	1992 PCT/27
Very satisfied	+2	21	77.8	16	76.2	23	79.3
Satisfied	+1	6	22.2	5	23.8	6	20.7
Somewhat satisfied	0	0	0	0	0	0	0
Dissatisfied	-1	0	0	0	0	0	0
Total		27	100.0	21	100.0	29	100.0
Average Satisfaction Index		1.78		1.76		1.79	

Comments:	1990	1991
Felt very well prepared for job	5	8
Excellent program	8	6
Not well prepared in some areas	1	0
Skills not fully utilized on job	1	0
Was given second chance to finish program	0	1
Enjoy my job	0	1
Finished strenuous program & graduates with honors	0	1
Enjoy the dental hygiene field	0	1
Wonderful staff	0	1
Needed more period education and experience	0	6
Greatest strength of program was up-to-date info.	0	1
More community dentistry	0	1

Comments: (continued)	1990	1991
Needed more experience with Perio Patients	0	1
Need more experience with nitrous oxide	0	2
Be more realistic about what is actually practiced	0	1
More education on fearful patients	0	1
More clinic	0	1
More root planing and curettage experience	0	1
Offer dental hygiene in evening	0	1

Comments by 1992 Graduates About Their
Professional Education at Harper College

- Feel that what I learned about subgingival irrigation is very much different than what I have learned from DDS and periodontists. They are not much in favor of it. Very conflicting views.
- Never experienced curettage in school which I felt is important as opposed to era-marginations and irrigation. Also, I do not believe in doing irrigation on many of my patients. In seminars and with working/speaking to periodontists, they do not emphasize that it really works especially with hygienists during surgery - yes, but not in general.
- Harper prepared me well for this career.
- I feel very confident.
- I feel that we, as students, were taught mostly valuable information and skills. I perform many of the same procedures from school clinic each day in private practice. The education aspect in perio was excellent to prepare me for my job in a perio office.
- I felt that overall I was well prepared to enter my profession.
- Excellent role models and clinical experience.
- Hours available - you cannot have it all.
- Very satisfied although I did not realize this until I started working. In school you think some of the things you learn you probably will not need to know -- not necessarily true.
- I enjoyed this program. You have a great staff. I am very pleased with my education I received. I missed seeing all the smiling faces. I have some great friends from this program - not only students but instructors. I am very happy and grateful that you accepted me.
- I love what I do but I find it frustrating. Often I will try and change or suggest changes. I am not trying not to be disenchanted without being a change agent. It is very slow! But part is unwillingness to put out for what I feel are necessary expenditures, i.e., irrigation, BP equipment, instrum.
- A lot of stress. A lot of hard work, but excellent instructors. I re-evaluate my performance all the time for continued improvements.
- Three semesters of community dentistry was a waste of time. There should be more than one semester of perio.
- I have taken several continuing education classes and feel I know all of this. I have always felt very prepared, confident and totally capable of handling the real world.
- Not a week goes by that at least one of the four DDS's I work for comment on the knowledge that Harper showed me. Also the experience with period has been acknowledged and appreciated. I feel not only comfortable but confident in my work.
- I feel Harper has a great Hygiene Program!
- I am very satisfied with my career choice
- I feel that I am prepared to work in any setting at this point but the Pedo Office worked out better for our needs at this present time.
- Perio Program was especially useful for my work in general practice. Many of my clients have periodontal concerns and I feel my education in this field was very thorough. Workshops wee also very beneficial.
- Feel very well prepared.

FREQUENCY OF PERFORMING VARIOUS DENTAL HYGIENE DUTIES

Frequency Index
2 = Often
1 = Occasionally
0 = Never

Duty	1990 N	1990 Index	1991 N	1991 Index	1992 N	1992 Index
Radiology Safety Procedure/Lead Apron	25	2.00	12	2.00	23	2.00
Patient Education - Individual	26	1.96	12	2.00	23	2.00
Hand Scaling	26	1.96	12	2.00	23	1.96
Medical History of Patient	26	1.88	12	2.00	23	1.96
Radiographs - Interproximal Survey	26	1.88	12	2.00	23	1.96
Periodontal Evaluation - Probings	26	1.85	12	2.00	23	1.91
Polishing - All Patients	25	1.88	12	1.92	23	1.87
Radiographs - Perapicals	25	1.72	12	1.75	23	1.87
Radiographs/Complete Intra Oral Survey	26	1.73	12	1.67	23	1.83
Instruments - Universal Curettes	25	1.72	12	1.33	22	1.82
Intra/Extra Oral Exam	26	1.73	12	1.42	23	1.74
Periodontal Eval/Complete Charting	25	1.48	11	1.36	23	1.74
Instruments - Graceys	26	1.81	12	2.00	23	1.65
Topical Fluoride Applications	26	1.62	12	1.75	23	1.65
Periodontal Scaling	25	1.76	12	1.75	23	1.61
Root Planning	26	1.58	12	1.75	23	1.57
Indices - Bleeding	24	1.33	11	1.42	23	1.57
Indices - Periodontal	24	1.25	12	1.25	21	1.57
Ultrasonic Scaling	26	1.54	12	1.33	23	1.52
Indices - Gingival	23	1.09	12	1.25	22	1.45
Instruments - Langers	24	1.25	12	1.50	21	1.43
Dentition Charting	26	1.42	12	1.33	23	1.39
Indices - Plaque	23	1.17	23	1.00	22	1.36
Sealants	26	1.12	12	1.17	23	1.30
Radiology Safety Procedure/Equipment Inspection	24	1.17	11	1.36	21	1.10
Subgingival Irrigation	25	1.12	12	1.08	23	1.09
Radiographs - Panorex	26	1.08	12	1.08	22	.95
Selective Polishings	25	1.00	10	.60	21	.95
Radiology Safety Procedure/Monitor Badge	24	.54	12	1.17	22	.86
Air Polishing	25	.64	11	1.00	23	.78
Patient Education - Group	22	.45	9	.11	20	.75
Curettage	26	1.08	12	.92	23	.70
Nutrition Counseling	26	.81	12	.33	23	.61
Blood Pressure/Pulse Screening	26	.69	12	.67	22	.50
Instruments - Files	22	.36	12	.83	18	.39
Suture Removal	25	.40	12	.25	23	.39
Radiographis - Occlusal	25	.28	12	.42	21	.38
Impressions for Study Models	25	.76	12	.67	23	.35
Perio-Pack Removal	24	.13	12	.25	23	.26
Polishing Analgrams	26	.27	12	.17	23	.26
Margination (EVA)	26	.12	12	0	23	.09
Number of Tasks	41		41		41	
Average Index of those tasks rated	1.21		1.23		1.25	

Other

1990 -- Uses sickles often - 3
Uses 204's often
Occasionally uses CEPH radiographs
Often uses CEPH radiographs
Often uses scalers
Often uses AFLER 5

1992 -- Uses sickles often - 4
Uses 204's often
Often use calculus indices
Occasionally use tomography radiographs

ADEQUACY OF PREPARATION FOR VARIOUS DENTAL HYGIENE DUTIES

Adequacy Index
2 = Very well prepared
1 = Adequately prepared
0 = Inadequately prepared

Duty	1990 N	1990 Index	1991 N	1991 Index	1992 N	1992 Index
Periodontal Evaluations - Probings	24	1.92	12	2.00	23	2.00
Topical Fluoride Applications	24	1.92	12	2.00	23	2.00
Periodontal Eval./Complete Charting	22	1.86	11	1.82	23	2.00
Radiology Safety Procedure/Lead Apron	20	1.90	11	2.00	21	1.95
Blood Pressure/Pulse Screening	19	1.79	8	1.88	22	1.95
Patient Education - Individual	24	1.92	12	1.83	22	1.95
Polishing - All Patients	23	1.91	12	1.83	21	1.95
Intra/Extra Oral Exam	24	1.92	12	1.67	23	1.91
Selective Polishing	19	1.89	9	1.78	20	1.90
Patient Education - Group	19	1.63	7	1.14	16	1.88
Radiographs - Interproximal Survey	24	1.92	12	2.00	23	1.87
Radiographs - Perapicals	22	1.91	12	1.92	23	1.87
Radiographs/Complete Intra-oral Survey	23	1.91	11	1.91	23	1.87
Instrument - Graceys	22	1.91	12	2.00	22	1.86
Instrument - Universal Curettes	21	1.90	11	1.82	22	1.86
Instrument - Langers	18	1.78	12	1.83	19	1.84
Hand Scaling	24	1.92	12	1.92	23	1.83
Medical History of Patient	24	1.92	12	1.67	23	1.83
Indices - Bleeding	19	1.89	12	1.83	22	1.82
Subgingival Irrigation	22	1.82	12	1.83	22	1.82
Indices - Plaque	18	1.72	11	1.73	22	1.82
Indices - Gingival	18	1.67	11	1.82	21	1.81
Indices - Periodontal	18	1.72	11	1.73	21	1.81
Periodontal Scaling	24	1.83	12	1.67	23	1.78
Sealants	22	1.68	11	1.91	23	1.74
Ultrasonic Scaling	24	1.79	12	1.58	23	1.74
Dentition Charting	24	1.79	11	1.91	23	1.73
Air Polishing	20	1.70	9	1.78	21	1.71
Root Planning	24	1.67	12	1.67	22	1.64
Radiology Safety Procedure/Badge	16	1.75	11	1.82	16	1.62
Radiology Safety Procedure - Equipment Inspection	18	1.33	11	1.45	16	1.56
Impressions for Study Models	23	1.52	10	1.80	17	1.41
Nutrition Counseling	24	1.42	10	.90	21	1.38
Radiographis - Panorex	20	1.10	11	1.18	19	1.37
Polishing Analgrams	19	1.00	8	1.13	17	1.18
Margination (EVA)	19	1.26	8	1.38	18	1.17
Suture Removal	19	.53	9	.89	18	1.11
Curettage	23	1.35	12	1.17	22	1.09
Instrument - Files	15	1.00	10	1.70	13	1.08
Radiographis - Occlusal	19	1.00	8	.88	17	1.00
Perio Pack Removal	17	.29	9	.44	18	.94
Number of Tasks	41		41		41	
Average index of those tasks rated	1.63		1.67		1.67	

Other

1990 - Well Prepared to use equipment
Adequately prepared to use columbias
Adequately prepared to use CEPH Radiograph
Inadequately prepared to use CEPH Radiograph

1991 - Well prepared to use sickles
Well prepared to use 204's
Well prepared to use scalers

1992 - Well prepared to use sickles - 3
Well prepared to use calculus indices
Adequately prepared to use calculus indices
Well prepared to use 204's
Adequately prepared to use tomography radiograph

General Comments by 1992 Graduates

- Go more into explorer sharpening, X-ray processor cleaning (basics), drop the panorex because the ones in offices are very simple to use - yours was too complicated.
- Work on speed during appointments, time management - emphasis on implants and periodontal procedures such as bone grafts, tissue grafts, surgeries, etc.
- Shorter appointments in clinic to prepare better for private practice.
- More time spent on periodontal disease, less time on community dentistry.
- Stress from instructors - they were not sympathetic of students with families.
- Last semester sophomore year time should be cut especially during last month. Less emphasis on test case - more on time management. Just before we left we learned how to use the rings for X-rays. All of those X-ray devices should be taught first year so that we are really familiar by graduation. Offices expect BWX and cleaning in 50 minutes. They expect you to use X-ray devises for quality X-rays fast.
- Education wise I think Harper is fine. But I don't think that the instructors should pick their favorites and non-favorites. They let it be known who they like and who they don't. This is wrong and causes extra unnecessary stress.
- I would like to comment on this but all my disappointment I have forgotten. I try to remember the good points.
- Hands-on at perio offices.
- Emphasize the lace of time you have in general practice, lack of appointment time, availability for phase I therapy. I am booked solid 3 months in advance and to try and not be so idealistic that you will change the patients attitudes. It is very difficult not to blame yourself on recall patients that have not improved.
- Invent more time in each day? Stress continuing education. Many things I don't use on a daily basis and forget. CEU are just as useful for new grads as for established RDH.
- Going to school as a Mom was awful. Many lab time/clinic time could be more flexible. I think you are already working on that. I always felt compassion and understanding to the daily struggles of Mom's and our special family needs. Thank all of you!
- Relieve stress! The actual working world is not as brutal as it was portrayed. Also, Yes, the curriculum is rigorous, but it is not impossible. If praise was doled out as quickly as fear, I believe the students would benefit two-fold.
- I feel that the quality of Harper's program is excellent.
- I have found that most dentists would rather have their assistants perform impressions and mixing cement and placement of temporary crowns. I feel that the time and energy spent in dental materials to have been useless and should be condensed.
- Prepare us for shorter appointments as in the real world toward the end of our second year.

General Comments by 1991 Graduates

- If possible, it would be great to have more perio patients.
- With all the preparations done in school, I was really prepared to perform my duties.
- Ease the pressure of clinic requirements.
- During last semester 2nd year there should be one day a week where we have one hour perio patient and do procedures that are done in private practice. Example - if probings - don't chart entire mouth. It was hard to go from three hours per patient to one hour.
- I feel the education was excellent; however, I feel some of the clinical instructors acted unprofessionally toward the students. Once an opinion was formed of that student the instructors would treat her a certain way whether she desired it or not. A few instructors seemed to be on a power trip and mentally intimidated many students. The program would have been less stressful if the students would not have been literally "scared" of many instructors. It is a shame to say I have very unfond memories of a few instructors which makes me want to avoid every visiting in the future.
- Internship during second year to provide on-the-job experience for the job market.
- The quality of the program was excellent - it prepared us for the real outside world in all aspects.
- Make the program and knowledge less difficult and more applicable to outside world.
- I was very satisfied with the professional education but do believe it should have been more fun and less stressful. The Dental Hygiene Program often attracts married women or mothers (single or married) who like this possibility of flexible employment. But these women have other "stresses" in their lives and do not need the extra stress placed on them during the program sometimes causing a normal/rational person to "snap". Unfortunately I have seen that it caused some former students to hate Harper and speak negatively of the program. For hygienists to be successful as a lobbying group, we need to be cohesive, not divisive. I would prefer to see more clinical time spent, I feel I was not properly prepared to see 8-12 patients a day when all I had seen was two. Although I occasionally use the information I learned in community dentistry, one class, not three should be sufficient to teach this class. I also think an introduction to dental materials is a good idea and perhaps an optional class made available for those who would like to continue on in dentistry. But frankly I don't use anything I learned in that class. I feel I would have adjusted to the "real world" better had I seen 2 patients a day in the spring of the first year, 3 a day in the summer, 4 a day in the fall and 5 a day in the spring of the second year. I felt very prepared to take the boards, both national and state, and I believe I was well educated in dental hygiene and had some excellent roll models in the program which has helped me to develop a positive rapport with my patients. Unfortunately there are a lot of board questions that deal with community dentistry and dental materials -- perhaps we need to convince them that these questions are not applicable to most hygienists.

A P P E N D I X

- Survey Instrument with Cover Letter

William Rainey Harper College
1200 West Algonquin Road
Palatine, Illinois 60067-7398
708-397-3000

Spring 1992

Dear Class of 1991,

Greetings from Harper's Dental Hygiene Program! By now you have been working in your new profession for nearly a year, and we are anxious for you to share with us your thoughts about our program and your dental hygiene education.

We are especially interested in how you found your employment, how you like your chosen profession, are you continuing your professional growth, and how well do you feel we prepared you?

Please take a few minutes to complete the enclosed survey and return it in the self-addressed envelope which is provided for your convenience. Any information you supply will be kept strictly confidential and will be used only in combination with responses from other students. The number on the survey enables us to remove your name from the mailing list when your completed response is received. This saves us the cost of unnecessary second mailings and you the bother of receiving a follow-up telephone call.

We greatly appreciate your response to this survey and especially enjoy hearing from our recent graduates.

Very truly yours,

Marianne P. Holt, R.D.H., M.A.
Coordinator
Dental Hygiene Program

jc
enclosure

WILLIAM RAINEY HARPER COLLEGE

DENTAL HYGIENE PROGRAM

ALUMNI SURVEY

1- Check (x) your current employment situation

_____ A. Employed full time as a dental hygienist
_____ B. Employed in two part-time jobs as a dental hygienist equaling full-time employment in hours worked
_____ C. Employed as a part-time dental hygienist, by choice
_____ D. Employed as a part-time dental hygienist but would prefer full-time employment
_____ E. Employed outside the dental hygiene field by choice

Job Title_____

Why did you prefer this?_____
_____
_____

_____ F. Employed outside the dental hygiene field but would prefer working as a dental hygienist

Present Job Title_____
_____ G. Unemployed but searching for employment
_____ H. Unemployed because am enrolled in college

Major_____ College_____
_____ I. Unemployed because of being a homemaker
_____ J. Unemployed for some other reason

2- Practice setting:
_____ A. Solo Practitioner
_____ B. More than one practitioner
_____ C. Clinic type
_____ D. Other _____
_____

3- Type of Practice:
_____ A. General Practice
_____ B. Perio
_____ C. Pedo
_____ D. Other _____
_____

4- _____ A. Number of work hours/week
_____ B. Number of offices

5- In which geographic area are you employed?
_____ A. Urban
_____ B. Suburban
_____ C. Rural

6- In which location are you employed?
_____ A. North suburbs
_____ B. Northwest suburbs
_____ C. South suburbs
_____ D. Southwest suburbs
_____ E. Chicago
_____ F. Illinois/out of Chicago area
_____ G. Out of state (specify)_____
_____

(OVER)

7- Was this location your preferred choice?

_____ A. Yes
_____ B. No

8- What avenues did you use to find your employment situation(s)? Check (x) all that apply.

_____ A. Personal contact
_____ B. ADA Placement
_____ C. ADHA Placement
_____ D. Private Placement Agency
_____ E. Major City Newspaper
_____ F. Local newspaper
_____ G. Other_____

9- If you had difficulty finding employment, what type of difficulty?_____

10- During my employment search, I was looking for:

_____ A. Full-time work in one office (more than 30 hours)
_____ B. Part-time work in more than one office to equal a full-time work week.
_____ C. Part-time employment (less than 30 hours/week)
_____ D. Other - specify_____

11- How many jobs did you interview for?_____

12- How is your salary determined? Please (x) check all that apply.

_____ A. Hourly salary
_____ B. Weekly salary
_____ C. Monthly salary
_____ D. Commission
_____ E. Salary and Commission
_____ F. Bonus and 1 of the aforementioned
_____ G. Independent contracting
_____ H. Other - specify _____

13- What is your average daily salary (based on an 8-hour day?)_____

14- What is your hourly salary?_____

15- What benefits are included in your work situation? Check (x) all those that apply.

_____ A. Paid holidays - How many?_____
_____ B. Paid sick days - How many?_____
_____ C. Pension Plan
_____ D. Profit Sharing
_____ E. Paid Vacation - How much?_____
_____ F. Insurance:
1) Major medical_____
2) Life_____
3) Disability_____
4) Liability_____
5) Malpractice_____
_____ G. Other:
1) Uniform allowance_____
2) Continuing education courses paid_____
3) Paid dues for Association_____
4) Reduced fee for dental work_____
5) Bonus for production increase_____
6) Christmas bonus_____
_____ H. Other - Please explain, especially if you are an independent contractor:_____
_____ I. No benefits

16- Look over the following job duties and indicate which ones you perform and how well prepared you feel in each area. Check (x) one in each section.

Dental Hygienist Duty	Often Perform This Duty	Occasionally Perform This Duty	Never Perform This Duty	Feel Very Well Prepared in This Area	Feel Adequately Prepared in This Area	Feel Inadequately Prepared in This Area
A. Health/Dental History	___	___	___	___	___	___
B. Intra/extra oral exam	___	___	___	___	___	___
C. Blood pressure/pulse screening	___	___	___	___	___	___
D. Periodontal evaluation						
1- Probings	___	___	___	___	___	___
2- Complete Charting	___	___	___	___	___	___
E. Indices						
1- Bleeding	___	___	___	___	___	___
2- Plaque	___	___	___	___	___	___
3- Gingival	___	___	___	___	___	___
4- Periodontal	___	___	___	___	___	___
5- Other (specify)_____	___	___	___	___	___	___
F. Ultrasonic scaling	___	___	___	___	___	___
G. Hand scaling	___	___	___	___	___	___
H. Periodontal scaling	___	___	___	___	___	___
I. Instruments						
1- Graceys	___	___	___	___	___	___
2- Langers	___	___	___	___	___	___
3- Universal Curets	___	___	___	___	___	___
4- Files	___	___	___	___	___	___
5- Other (specify)_____	___	___	___	___	___	___
J. Root planning	___	___	___	___	___	___
K. Curettage	___	___	___	___	___	___
L. Polishing/all clients	___	___	___	___	___	___
M. Selective polishings	___	___	___	___	___	___
N. Air polishing	___	___	___	___	___	___
O. Subgingival irrigation	___	___	___	___	___	___
P. Patient education						
1- Individual	___	___	___	___	___	___
2- Group	___	___	___	___	___	___
Q. Topical fluoride applications	___	___	___	___	___	___
R. Nutrition counseling	___	___	___	___	___	___
S. Margination (EVA)	___	___	___	___	___	___
T. Polishing amalgams	___	___	___	___	___	___
U. Impressions for study models	___	___	___	___	___	___
V. Dentition charting	___	___	___	___	___	___
W. Sealants	___	___	___	___	___	___
X. Suture removal	___	___	___	___	___	___
Y. Perio pack removal	___	___	___	___	___	___
Z. Radiographs						
1- Interproximal survey	___	___	___	___	___	___
2- Complete intraoral survey	___	___	___	___	___	___
3- Panorex	___	___	___	___	___	___
4- Perapicals	___	___	___	___	___	___
5- Occlusal	___	___	___	___	___	___
6- Other (Specify)_____	___	___	___	___	___	___
AA. Radiology safety procedures						
1- Lead apron	___	___	___	___	___	___
2- Monitor badge	___	___	___	___	___	___
3- Equipment inspection	___	___	___	___	___	___

(Over)

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17- Check (x) the degree of satisfaction with your chosen profession.

_____ A. Very satisfied
_____ B. Satisfied
_____ C. It is OK
_____ D. Dissatisfied - why?_____
_____

18- Are you working toward an advanced degree?

_____ A. Yes - Major area of study_____
College_____
_____ B. No

19- Do you anticipate that you will eventually work toward an advanced degree?

_____ A. Yes - Major area of study_____
_____ B. No - Please explain_____
_____

20- With regard to professional development, please check (x) all that apply.

_____ A. Maintained membership in IDHA/ADHA
_____ B. Attend local IDHA component meetings
_____ C. Participate in formalized continuing education presentations
_____ D. Volunteered for community projects or activities

21- To what degree were you satisfied with your professional education?

_____ A. Very satisfied
_____ B. Satisfied
_____ C. Somewhat satisfied
_____ D. Dissatisfied
_____ E. Very dissatisfied

Please comment on your satisfaction/dissatisfaction._____
_____
_____
_____

22- Please comment on how we can improve the quality of our program._____
_____
_____

Please correct your mailing address, if necessary

Name_____
Address_____
_____
City_____State_____
Zip Code_____

Please supply address of employer (optional)

Name_____
Address_____
_____
City_____State_____
Zip Code_____

THANK YOU for all your help in responding to this survey!

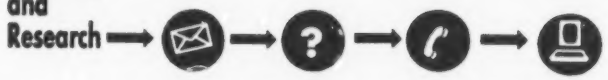
Operational Staff:

Janice Cook	Administrative Secretary
Cal Meltesen	Research Analyst
Karla Hill	Research Clerk
Donna Woodruff	Clerk
Susannah Swift	Clerk

169PLORE593

William Rainey Harper College
1200 West Algonquin Road
Palatine, Illinois 60067-7398

Office
of
Planning
and
Research



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